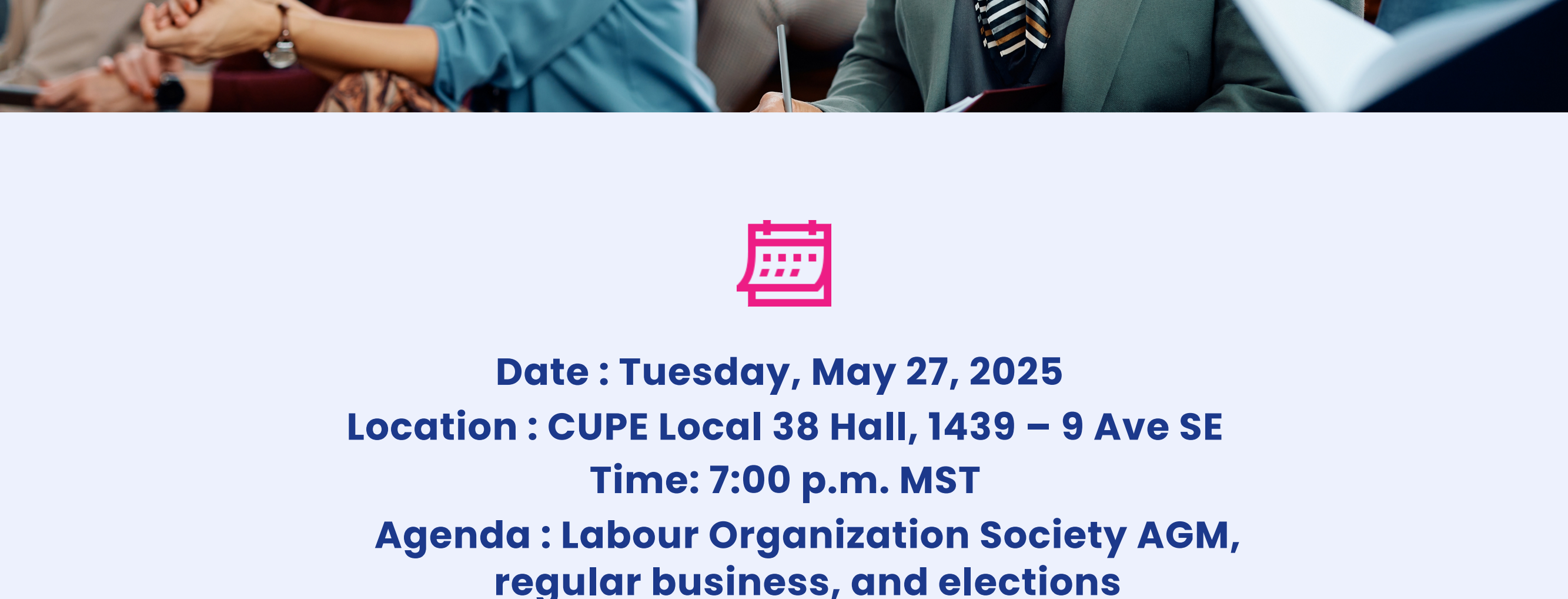




CUPE38 Connection brings you the latest updates, collaborative events, and resources to strengthen our community.

Join Our Next Meeting



Date : Tuesday, May 27, 2025

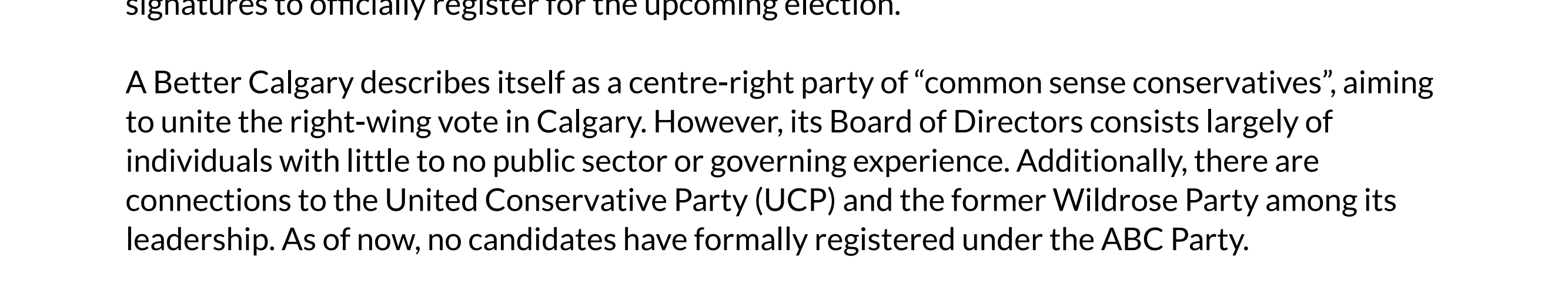
Location : CUPE Local 38 Hall, 1439 – 9 Ave SE

Time: 7:00 p.m. MST

Agenda : Labour Organization Society AGM, regular business, and elections

RSVP : office@cupe38.org or call 403-233-2700

Political Parties in Municipal Elections



With the recent change in provincial legislation, Edmonton and Calgary will see the introduction of political parties in the October municipal election. This controversial decision by the government applies only to these two major municipalities.

The first party to form under this new system is A Better Calgary. Although they announced their intention to establish a party in June 2024, it wasn't until March 2025 that they secured enough signatures to officially register for the upcoming election.

A Better Calgary describes itself as a centre-right party of "common sense conservatives", aiming to unite the right-wing vote in Calgary. However, its Board of Directors consists largely of individuals with little to no public sector or governing experience. Additionally, there are connections to the United Conservative Party (UCP) and the former Wildrose Party among its leadership. As of now, no candidates have formally registered under the ABC Party.

Why does this matter to City workers?

Historically, parties and candidates with similar ideologies have sought to cut City services, contract out jobs, and weaken the public sector. Many will recall the 2017 City Council, which was dominated by right-wing councillors who spent their term slashing budgets and pressuring Administration to privatize services.

This was the same Council that:

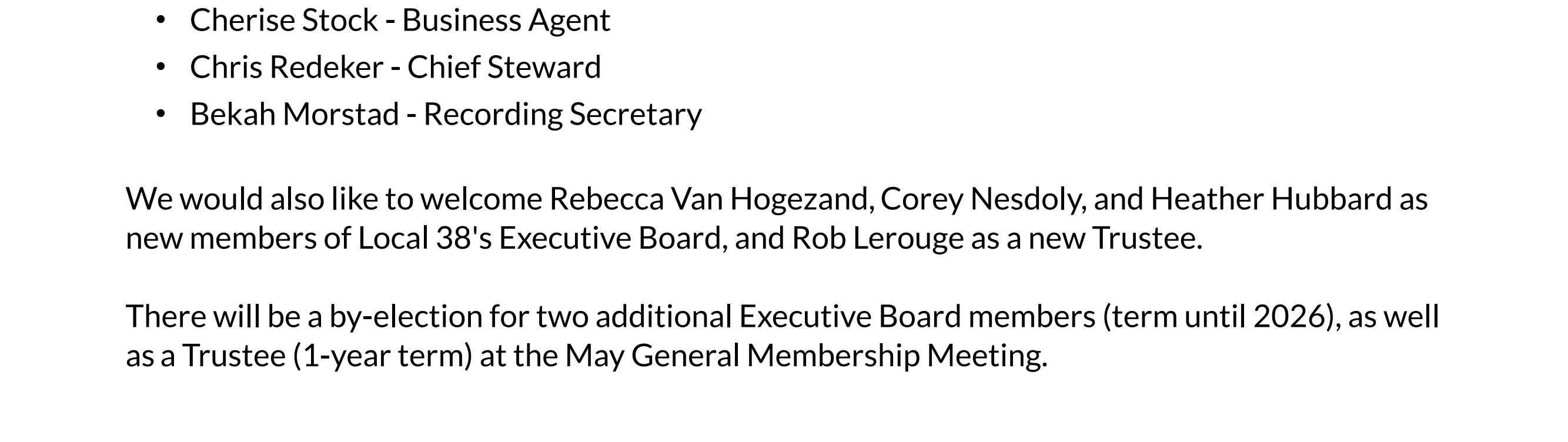
- Eliminated the retirement bonus for long-service employees
- Attempted to claw back wages
- Tried to undermine pensions
- Even referred to City staff as "blood-sucking vampires"

Lessons from 2017

The most important takeaway from that era is that Calgarians and voters cannot afford to be complacent. Parties like A Better Calgary may present themselves as champions of fiscal responsibility, but their policies could have serious consequences for City workers.

The 2025 municipal election is shaping up to be a pivotal moment for all public sector employees. Staying informed, engaging, and voting will be crucial in determining the future of our work.

CUPE Local 38 Election Results



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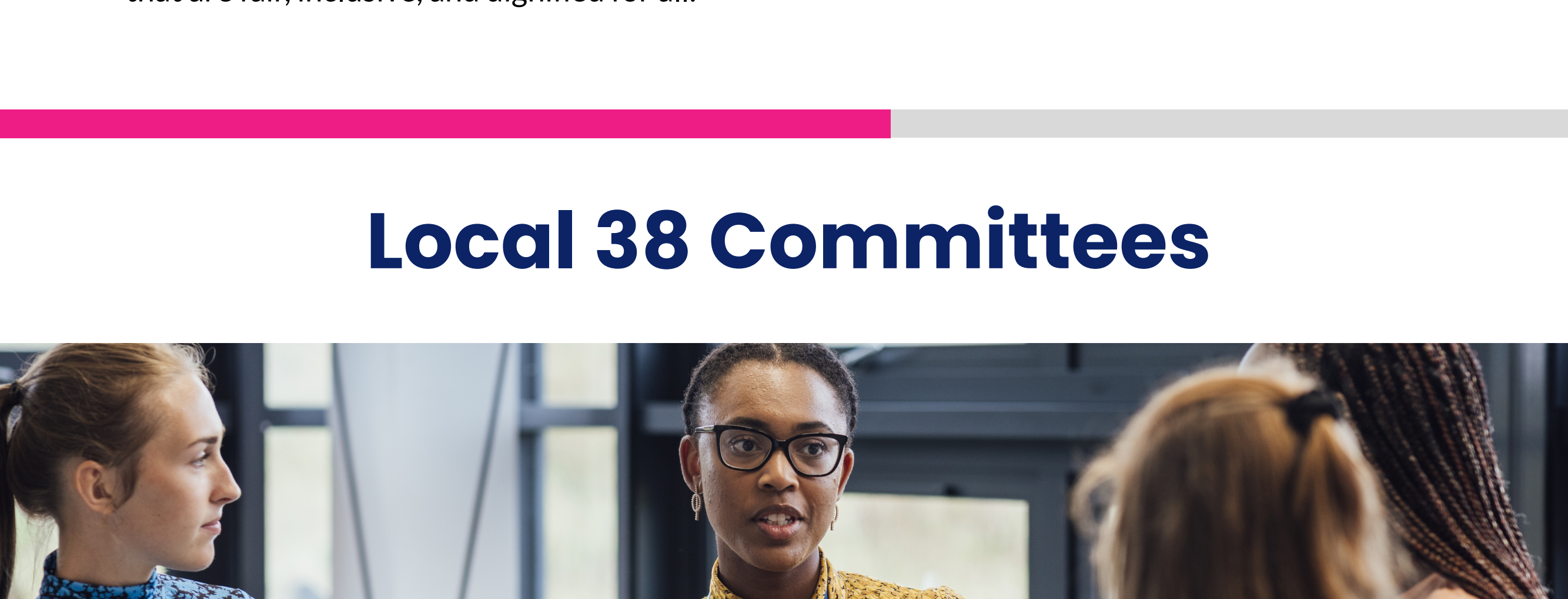
This was the same Council that:

- Kevin Watson - Vice President
- Cherise Stock - Business Agent
- Chris Redeker - Chief Steward
- Bekah Morstad - Recording Secretary

We would also like to welcome Rebecca Van Hogeand, Corey Nesdoly, and Heather Hubbard as new members of Local 38's Executive Board, and Rob Lerouge as a new Trustee.

There will be a by-election for two additional Executive Board members (term until 2026), as well as a Trustee (1-year term) at the May General Membership Meeting.

Points to Ponder: International Workers' Day

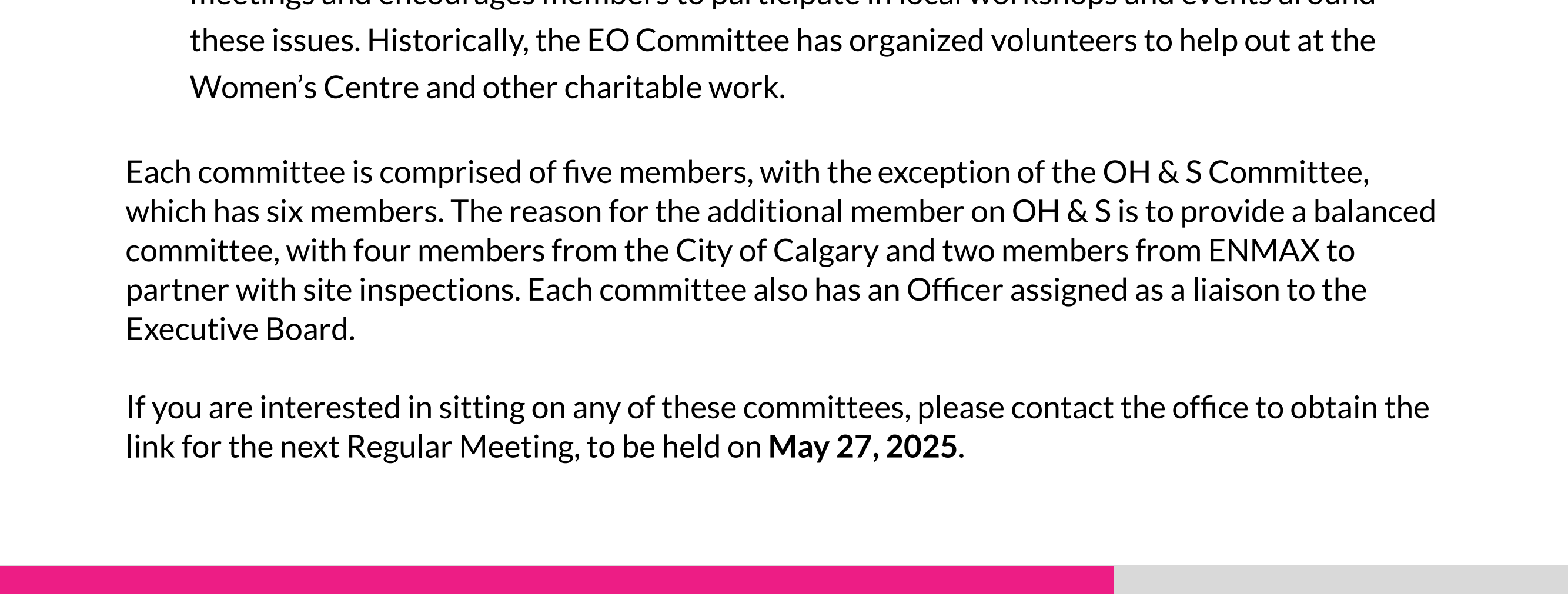


May 1 marks International Workers' Day, also known as May Day, and is sometimes referred to as the Day of the Worker. It's a day for global recognition of the social and economic achievements of workers and serves as a reminder of the struggles that brought us here. From the fight for an eight-hour workday to the right to unionize, this day honours the advocacy that shaped the labour protections many of us now take for granted.

Not all workers benefit equally from those gains. Unstable employment, wage gaps, unsafe conditions, and discrimination continue to affect marginalized groups, including newcomers, ethnic minorities, people with disabilities, and those in low-wage or temporary jobs. International Workers' Day is not just about celebrating the labour movement's past victories – it's also about recognizing the work that remains. Equity in the workplace doesn't end with a paycheck. It includes the right to be safe, respected, fairly represented, and free from discrimination.

This May, the Point to Ponder from our Equal Opportunities committee encourages you to reflect not only on the rights that you might benefit from every day, but on the rights of those who still need defending to create a fair workplace. Let's continue to work together to build workplaces that are fair, inclusive, and dignified for all.

Local 38 Committees



CUPE Local 38 established standing committees within the Local to support communications, events, and calls to action on a variety of issues. These committees are only effective with the participation of the members, and we will be holding elections for these committees at the May Regular Meeting. Typically, these committees meet monthly with the exception of July and August.

The Local currently supports four committees, the **Public Relations and Education Committee (PR & Ed)**, the **Social Committee**, the **Occupational Health & Safety Committee (OH & S)**, and the **Equal Opportunities Committee (EO)**. Each one requires a different level of commitment, depending on the required deliverables of each committee.

- The **PR & Ed Committee** has a monthly commitment to produce the newsletter for members to keep up to date on information regarding the Union and the workplace. This newsletter is now distributed via personal email and is sent out every month except July and August. In addition, this committee is asked with selecting the winners of the annual scholarship award based on written submissions.
- The **Social Committee** is tasked with planning and organizing the annual Children's Christmas Party and the annual Retiree's Banquet. This committee also responsible for organizing other social events such as the Christmas Social, held at the December membership meeting.
- The **OH & S Committee** meets to discuss health and safety issues at our workplaces. They arrange and participate in site inspections at various locations operated by our employers. They report back to the members on any issues and how they are resolved at membership meetings.
- The **EO Committee** is a place for members to discuss employment equity, diversity, inclusion, and social movements. The committee reports on these issues at the membership meetings and encourages members to participate in local workshops and events around these issues. Historically, the EO Committee has organized volunteers to help out at the Women's Centre and other charitable work.

Each committee is comprised of five members, with the exception of the OH & S Committee, which has six members. The reason for the additional member on OH & S is to provide a balanced committee, with four members from the City of Calgary and two members from ENMAX to partner with site inspections. Each committee also has an Officer assigned as a liaison to the Executive Board.

If you are interested in sitting on any of these committees, please contact the office to obtain the link for the next Regular Meeting, to be held on **May 27, 2025**.

Local 38 Scholarships



CUPE Local 38 offers two scholarships in the amount of \$1,000 each, to be awarded in October of each year. These scholarships are open to card-carrying members, or their eligible dependents. Each applicant must be enrolled in full-time, post-secondary studies, and they must submit a one-thousand (1,000) word essay on one of the following topics:

- How can Calgary-based unions work together to create positive change?
- What can unions do to engage their members more effectively in a virtual environment?
- Municipal unions, such as CUPE Local 38, operate in a political environment. Describe challenges and opportunities that these unions face because of the political environment, and strategies or tactics that could be used to address them.

The essays will be assessed on the following criteria: quality of research, degree of analysis, and adherence to the chosen topic. Submissions will be evaluated by CUPE Local 38's Public Relations and Education Committee. Please note that all submissions must clearly indicate the chosen topic.

Entries can be submitted by email or faxed to (403) 290-1757. Email attachments should be in Microsoft Word format. Proof of enrollment must also be provided at the time of submission. The deadline for submission is August 26, 2025. Successful applicants will be advised by letter or e-mail and CUPE Local 38 reserves the right to publish the names and essays of the winners.

For further information, please contact Local 38 at (403) 233-2700 or by email at office@cupe38.org

The Calgary & District Labour Council (CDLC) S'eann Gillen Memorial Scholarships

In memory of S'eann Gillen, the CDLC awards three (3) scholarships worth \$3,000 each every year. The scholarships are to provide education or training from a recognized educational institution. The applicant must be member of a union local that is affiliated to CDLC and working in the Calgary area. CUPE Local 38 members – and members of your families – are eligible to apply for the scholarships.

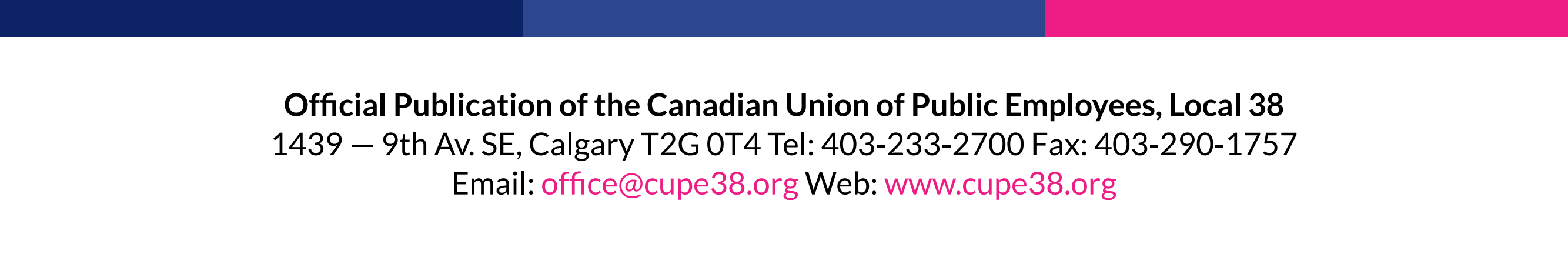
Interested applicants must complete an application form, and answer ONE of the following three questions:

- Why are unions important to me?
- What have unions done to improve the lives of workers?
- What are recent examples of union successes in Alberta?

Answers may be presented in point format or essay format, and must be no more than 250 words in length. Application deadline is June 1. You can find full terms and conditions of the scholarships and download the application form by following the link below.

[Download Application Materials](#)

CUPE Local 38 Elections



At our next regular meeting on Tuesday, May 27, we will be holding elections for the following union positions:

- Two (2) Executive Members-At-Large – Term until 2026
- One (1) Trustee – 1-Year Term
- Five (5) Members to the Public Relations & Education Committee
- Five (5) Members to the Social Committee
- Five (5) Members to the Equal Opportunities Committee
- Six (6) Members to the Occupational Health & Safety Committee (4 Members must be from the City)
- Seven (7) Delegates to CUPE Calgary District Council
- Delegates to Calgary & District Labour Council

As always, only card-carrying union members will be eligible to vote, and must present their cards on the evening to do so. Haven't signed up or lost your card? You can always get one in-person at the event. We hope to see you there – unions are built on strong democracy, and democracy only works when everyone participates.

Stay Strong and See You Next Month!

Sincerely,

Your Executive Team

